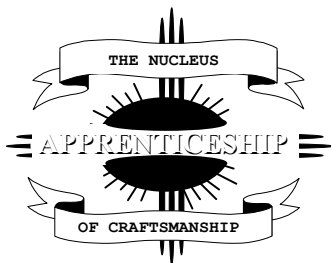




**STANDARDS OF APPRENTICESHIP
adopted by**

**WESTERN OREGON AND SOUTHWEST WASHINGTON INDUSTRIAL
PAINTERS APPRENTICESHIP COMMITTEE**

<u>Skilled Occupational Objective(s):</u>	<u>(sponsor)</u>	<u>DOT</u>	<u>Term</u>
INDUSTRIAL PAINTER/SANDBLASTER		840.381-018	4000 HOURS



APPROVED BY
Washington State Apprenticeship and Training Council
REGISTERED WITH
Apprenticeship Section of Consultation and Compliance Division
Washington State Department Labor and Industries
Post Office Box 44530
Olympia, Washington 98504-4530

APPROVAL:

JULY 19, 1991

Initial Approval

By: LAFRANK NEWELL
Chairman of Council

JANUARY 18, 2002

Addendum Amended

By: PATRICK WOODS
Secretary of Council

JANUARY 18, 2002

Committee Amended

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APPRENTICESHIP COMMITTEE

NOTE: THE FOLLOWING ADDENDUM SHALL BE SPECIFIED TO THE INDIVIDUAL JOINT APPRENTICESHIP AND TRAINING COMMITTEE AND ITS CRAFTS:

The following standards of apprenticeship Western Oregon and Southwest Washington Industrial Painters Apprenticeship Committee, with supplements pertaining to the necessary work experience of the trade and a progressive wage scale will, when approved by and registered with the registration agency, govern the training of apprentices in this industry.

1. **GEOGRAPHICAL AREA COVERED:**

Clark, Klickitat, Skamania, Cowlitz, Wahkiakum Counties and that portion of Pacific County south of a straight line made by extending the north boundary line of Wahkiakum County west to the Pacific Ocean.

2. **MINIMUM QUALIFICATIONS:**

All applicants shall meet the following minimum qualifications:

Age:	Must be at least 18 years of age.
Education:	Must be a high school graduate or have a G.E.D. equivalent and present transcripts and/or test scores.
Physical:	Physically able to perform the work of the trade.
Testing:	N/A
Other:	N/A

3. **CONDUCT OF PROGRAM UNDER WASHINGTON EQUAL EMPLOYMENT OPPORTUNITY PLAN:**

A. **Selection Procedures:**

1. All persons desiring apprenticeship training under these standards shall make application to an employer approved by the apprenticeship committee and on becoming employed and on recommendation of the employer, will appear before the apprenticeship committee to be interviewed.
2. At the time of the interview, the applicants shall be informed of their obligation to abide by the standards established for the trade.
3. Upon acceptance of the applicant, the Apprenticeship Committee shall make an evaluation based on the employer's recommendation and records submitted by the applicant and place the applicant in the program in the proper work experience and wage progression period. The applicant will then be registered with the Washington State Apprenticeship and Training Council.

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4. Each employer hiring apprentices under these standards must agree, in writing, to be bound by the affirmative action program contained in these standards as approved by the Washington State Apprenticeship and Training Council.

B. Affirmative Action Plan:

1. Participation in annual workshops, if available, designed to familiarize all concerned with the apprenticeship system and current opportunities.
2. Cooperate with school boards, community colleges, and vocational schools to develop programs which prepare students for entrance into apprenticeship.
3. To encourage establishment and use of pre-apprenticeship preparatory trade training and to provide that those who engage in such programs are given full and equal opportunity for admission into one apprenticeship program.
4. Engage in any other such action as stated above to ensure that recruitment, selection employment and training of apprentices during apprenticeship shall be without discrimination because of race, color, religion, national origin or sex.
5. Direct referral into apprenticeship openings of Job Corps graduates successfully completing a painters pre-apprenticeship Job Corps program, without regard to present eligibility lists.

4. TERM OF APPRENTICESHIP:

The term of apprenticeship is 4000 hours.

5. PROBATIONARY PERIOD:

Not to exceed 500 hours of employment.

6. RATIO OF APPRENTICES:

The number of industrial painter apprentices shall not exceed a ratio of one (1) apprentice to the first one (1) journeyman in full employment on-the-job in order to assure adequate training and supervision. Additional apprentices are authorized at the rate of one (1) apprentice to each three (3) additional journeymen.

7. WAGE PROGRESSION:

Apprentices shall be paid on the following percentage basis in accordance with

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WAC 296-04-270(2)(c):

1st period of 1000 hours 60% of the specified wage

2nd period of 1000 hours 70% of the specified wage

3rd period of 1000 hours 80% of the specified wage

4th period of 1000 hours 90% of the specified wage

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8. WORK PROCESSES:

During the period of apprenticeship, the apprentice shall receive such instruction and experience in all branches of the trade as may be available, as is necessary to develop a practical and skilled worker who is versed in the theory and practice of this trade. He/she shall perform such duties as are commonly related to an apprenticeship in this trade and shall at all times be under the supervision of a competent journeyman. Safe working practices shall be a prime consideration in every work operation.

The following work schedule of work experience of the trade is submitted as a guide and will be followed as closely as trade conditions will permit.

INDUSTRIAL PAINTER/SANDBLASTER: D.O.T. #840.381-018

	<u>APPROXIMATE HOURS</u>
A. Operation of sandblast pots.....	250
B. Tending blast pots.....	250
C. Blast hose and nozzles	250
D. Safety sandblasting	250
E. Operation of painting equipment	800
F. Painting preparation.....	800
G. Application of paint	800
H. Safety painting	600
TOTAL HOURS:	4000

ALL OF THE FOREGOING WORK EXPERIENCE AS HEREIN NOTED IN UNDERSTOOD TO MEAN AS IT PERTAINS TO THE TRADE HEREIN INVOLVED IN THESE STANDARDS.

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9. RELATED/SUPPLEMENTAL INSTRUCTION:

- A. Each apprentice shall enroll in and attend classes in subjects related to this trade as approved by the State Board for Community and Technical Colleges, for a minimum of 144 hours per year.
- B. The methods of related/supplemental training shall consist of one or more of the following:
 - (X) Supervised field trips
 - (X) Approved training seminars
 - () A combination of home study and approved correspondence courses
 - () Technical College
 - (X) Community College
 - (X) Training trust
 - () Other (specify)
- C. Hours 160
- D. Satisfactory progress must be maintained in related training classes. (See section 10, Administrative/Disciplinary Procedures.)
- E. Related training may cover the following subjects:
 - 1. Safety and first aid
 - 2. Rigging & scaffolding
 - 3. Use & care of equipment
 - 4. Materials of the trade
 - 5. Sandblasting
 - 6. Spray painting
 - 7. Preparation
 - 8. Blueprint reading
 - 9. Material application
 - 10. Right to Know Act

10. ADMINISTRATIVE/DISCIPLINARY PROCEDURES:

- A. After careful evaluation, the Committee makes the determination regarding credit for school time and/or for previous experience and indentures the apprentice accordingly.

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- B. Apprentices will work the same hours as journeymen and at all times with recognized journeymen In assigning work to apprentices, due consideration shall be given to the time necessary to develop a skill in all of the trade operation.

11. COMPOSITION OF COMMITTEE AND ALTERNATES:

The Employer Representatives Shall Be:

Steve Schiller, Chairman
Schiller & Vroman
2480 NW Vaughn
Portland, OR 97210

Dave Siegner
Siegner & Company, Inc.
8824 N Lombard
Portland OR 97203

Don Herbst
20771 SW Martinaz Road
Tualatin, OR 97062

Jim Ferguson (alternate)
Ferguson Painting
PO Box 283
Clackamas, OR 97015

The Employee Representatives Shall Be:

William Regan, Secretary
Local 10
11105 NE Sandy Blvd.
Portland, OR 97220

John Kirkpatrick
Painters DC #55
11105 NE Sandy Blvd.
Portland, OR 97220

Stanley Deuel
11105 NE Sandy Blvd.
Portland, OR 97220

Clarence Noon, Alternate
2569 Commercial SE #216
Salem, OR 97302

12. SUBCOMMITTEE: (None)

13. TRAINING DIRECTOR/COORDINATOR:

Michelle McKenna
12687 NE Whitaker Way
Portland, OR 97230